Dated 6th September 1947.

P. W. 2623-5—Irn. 2-47-64. Under Section 6 of the Land Acquisition Act of 1894, as amended by the Land n Amendment Act No. I of 1927, the Government of His Highness the Maharaja of Mysore declare that the land g 22 guntas, be the same a little more or less, is needed for a public purpose, to wit, quarry for Tunga Anicut, and ctions 4 and 7 of the same Act, the Assistant Commissioner in charge of Shimoga Sub-Division, is appointed to he functions of a Deputy Commissioner under the Act and directed to take orders for the acquisition of the said nder sub-section (1) of Section 17 of the Act, the Government further direct that the possession of the said land may on the expiry of fifteen days from the date of publication of the notice mentioned in Section 9 (1) of the Act. A plan d is kept in the Office of the Shimoga Sub-Division, and may be inspected at any time during office hours.

SHIMOGA DISTRICT, SHIMOGA TALUK, KASABA HOBLI, GAJANUR AGRAHAR VILLAGE.

Name of khatedar or owner	Sl. No. or Ml. No.	Whether dry, wet or garden etc.	Total extent	Kharab	Remaining extent	Assessment	Extent now required: Extent	Extent now required: Assessment	Boundaries: East	Boundaries: West	Boundaries: North	Boundaries: South
Rao, Patel, Gajanur ...	11	Dry	9 acres and 36 guntas.	.....	9 acres and 36 guntas.	.....	22 guntas.	.....	Remaining portion of this S. No.	Remaining portion of this S. No.	Remaining portion of this S. No.	Remaining portion of this S. No.

Dated 6th September 1947.

P. W. 2626-8—Irn. 3-46-57. Whereas it appears to the Government of His Highness the Maharaja of Mysore, that the ntioned lands, situated in Kuskur Inam Village, Shimoga Taluk, Shimoga District, are needed for a public purpose, to wit, n to Anecut from Shimoga-Narasimharajpur Road; notice to that effect is hereby given to all whom it may concern ance with the provisions of Section 4 (1) of the Land Acquisition Act of 1894, as amended by the Land Acquisition ent Act No. 1 of 1927, and the Government hereby authorise the Deputy Commissioner, Shimoga and his subordinates the Sub-Division Officer, Shimoga, to exercise the powers conferred by Section 4 (2) of the Act. Under sub-section (4) n 17 of the Land Acquisition Act of 1894, as amended by Act No. I of 1927, the Government direct that in view gency of the case, the provisions of Section 5-A of the Act shall not apply to the acquisition of the lands noted below.

SHIMOGA DISTRICT, SHIMOGA TALUK, KASABA HOBLI, KUSKUR INAM VILLAGE.

Anubhavadar (if any) or other s or person interested in the property.	Survey No. or Ml. No.	Whether dry, wet, garden, etc.	Total extent	Kharab	Extent now required: Extent	Extent now required: Assessment	Boundaries: East	Boundaries: West	Boundaries: North	Boundaries: South
			Sq.yds. ft.	Sq.yds. ft.	A. g.	Rs.a.				
ba Rao and others ...	44	Kharab	329 24	329 24	1 37	...	S.No. 45	S. No. Kadokal boundary.	S. No. Remaining portion of this Survey No.	S. No. Do
do	45	Do	810 0	810 0	0 21	....	Yaragarahal boundary.	44	Do	

Dated 6th September 1947.

P. W. 2626-8—Irn. 3-46-57. Under Section 6 of the Land Acquisition Act of 1894, as amended by the Land on Amendment Act No. I of 1927, the Government of His Highness the Maharaja of Mysore declare that the lands g 2 acres and 18 guntas be the same a little more or less, are needed for a public purpose, to wit, Approach Road to om Shimoga-Narasimharajpur Road and under Sections 4 and 7 of the same Act, the Assistant Commissioner in f Shimoga Sub-Division, is appointed to perform the functions of a Deputy Commissioner under the Act and directed rders for the acquisition of the said land. Under sub-section (1) of Section 17 of the Act, the Government further at the possession of the said land may be taken on the expiry of fifteen days from the date of publication of the entioned in Section 9 (1) of the Act. A plan of the lands is kept in the Office of the Shimoga Sub-Division Office, and nspected at any time during office hours.

SHIMOGA DISTRICT, SHIMOGA TALUK, KASABA HOBLI, KUSKUR INAM VILLAGE.

Names of s and anubhavdars	Survey No. or Ml No.	Whether dry, wet, garden, etc.	Total extent	Kharab	Remaining extent.	Assessment	Extent now required: Extent	Extent now required: Assessment	Boundaries: East	Boundaries: West	Boundaries: North	Boundaries: South
			Sq.yds. ft.	Sq.yds. ft.	A.g.	Rs.a.	A. g.	Rs.a.				
ba Rao and others ...	44	Kharab	329 24	329 24	...	...	1 37	...	S.No. 45	S.No. Kadokal boundary.	S.No. Remaining portion of this Survey No.	S.No. Do
do ...	45	Do	810 0	810 0	...	...	0 21	...	Yaragarahal boundary.	44		
Total ...			...	...	...	...	2 13	...				

B. S. NARASINGA RAO, *P. W. Secy.*

GENERAL SECRETARIAT

Notification dated 12th January 1948.

R. 2283—L. W. 13-47-17. Under Section 12 (4) of ore Labour Act XIII of 1942 the Government of His s the Maharaja of Mysore are pleased to publish for information the accompanying report of the Chief tor in Mysore in respect of the failure of conciliation ngs in the dispute between the Sri Krishna Weaving abour Association, Bangalore City, and the concerned anagement, in respect of certain demands set out

MOHAMED ISMAIL SHERIFF, *Genl. Secy.*

OFFICE OF THE CHIEF CONCILIATOR IN MYSORE.

Dated Bangalore, 22nd December 1947.

The Secretary to the Government of
His Highness the Maharaja of Mysore,
General Department, Bangalore.

R,

to a dispute between the Sri Krishna Weaving Mills Labour Association, Bangalore City, and the concerned Mills Management, in respect of seven demands set out in the next paragraph.

The Secretary of the Labour Association gave to the concerned Mills Management a notice dated 21st October 1947, containing seven demands, *viz.*:—

1. There have been a lot of dismissals of workers by the Management of the mills without any reason and without proper enquiry, and just because they were active members of the Association. The following were dismissed on the days mentioned :—

(1) A. Chowdiah	No. 291	Winding Dept.	12-8-1947.
(2) U. Byla	198	,,	,,
(3) A. Rama	181	,,	,,
(4) Gundappa	197	,,	,,
(5) A. Papa	174	,,	,,
(6) D. Govindaswamy	200	,,	,,
(7) Basappa	187	,,	,,
(8) Munirathnam Naidu	179	,,	23-9-1947.

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We demand that all the above be reinstated immediately and they be paid full wages and allowance they have lost from the date of dismissal to the date of reinstatement.

2. In view of the low wages paid till now to the workers, we demand a uniform increase of piece and time rates by 75 per cent from 1st June 1947.

3. Fines have become the order of the day in the Mills. Fines range from As. 2 to Rs. 3. There is no mode nor method for fining. We demand that such fining be immediately stopped and proper enquiry in co-operation with the Association be conducted before fining.

4. We demand that every night shift worker be paid one anna extra per day.

5. In view of the huge profits made by the Management during the war and in view of the low increase in the wages, allowance, etc., we demand that four months wages be paid as bonus to all the employees of the mills.

6. We demand that the Provident Fund Scheme be introduced from 1st August 1947.

7. Every employee of the mills must be paid gratuity on the basis of one month's wages for every year of service, at the time of retirement or leaving off the work.

In reply to the Notice of Change, the Management of the Mills stated in their letter dated 3rd November 1947, thus, seriatim for each demand :—

1. We deny that there has been any dismissal of a workman without adequate reasons for it or before a proper enquiry, or merely for the reason that a workman was a member of the Association. The workers mentioned in your letter were dismissed only when they were found guilty, after due enquiry of acts of misconduct which merited dismissal. The case of some of these workers have been dealt with in detail in our letter to you dated 25th August 1947.

We may mention that before the workers ended their last illegal strike, they had raised the question of re-instatement of these workers, but they withdrew their demands after we convinced them of the justice of the action taken by us. It is surprising that the matter, which had been settled is sought to be raised again.

As the said workmen had been dismissed for justifiable reason no question of payment of their wages or allowances or their re-instatement arises.

2. We deny that the wages paid by us are "low." Our Mill is not a self-contained one, but is entirely dependent for its supply of yarn from outside. The cost of yarn for us works out to a very much higher rate than for a mill which manufactures its requirements of yarn. It will be seen that when the circumstances in which our will is situate is taken into consideration, the wages now being paid by use is already sufficiently high.

3. The statements regarding "Fines" appear to be made recklessly and without any regard for truth.

Fines are imposed only as the circumstances of each case demands, and as a matter of fact, we have let off workmen with more fines even when their acts of misconduct merited summary dimissals.

We cannot accede to the suggestion that fining as a punishment should be altogether stopped or that the "co-operation" of the Association should be taken in the enquiries we invariably hold before awaring any punishment.

4. It is a matter well known to you that the efficiency of the night shift workers has become very low. We are willing to pay the night shift workers an extra remuneration of one anna per day from the 1st December 1947 if before the end of this month they bring their standard of efficiency to normal and continue to maintain that standard. It must however be distinctly understood that this increase in the wages will be stopped if it falls below that standard.

5. We deny that the increase in wages, allowances, etc., in our mill is low. We have all along been paying one month's wages as bonus to our workers, and, in addition, we are incurring large expenditure in providing clothes free of cost, to all our workers, both male and female, and also in providing various other amenities for them. There is, therefore no justification for the demand of additional bonus.

6. A scheme for the introduction of "Provident Fund" for our workers is under our active consideration.

7. In view of our idea of introducing the provident scheme this question needs no consideration now.

This Assistant Commissioner of Labour, Bangalore Division, reported that he contacted the parties and tried to bring about a settlement between the parties, but that no agreement could be effected. Upon that, the Commissioner of Labour in Mysore referred the case to this Office for initiating conciliation proceedings under Section 10 (3) of the Labour Act.

The case was accordingly registered and intima to both the parties for hearing at Bangalore, on 19t I heard the case on that day (19th instant) in the pr both the parties, and discussed the demands, one b some length. On behalf of the Management, M Gopalakrishna Setty (partner in the concern), was The Labour Association was represented by its P (Mr. Basaviah) and its Secretary (Mr. M. S. Krishn its Treasurer (Mr. Sabhapathy). The Assistant Comm of Labour, (Mr. Zia Mohamed Bokhari), Bangalore was also present.

The result of proceedings is as described below :—

Demand No. 1 re *reinstatement of ten dismissed (set out above).*—The Labour representative in explain demand stated that the Management had not assig valid reasons for the dismissal of these 10 workers in or notified the orders and that the term "miscondu which the workers are stated to have been dismis rather general, and that the action of the Manageme not proper and was directed more against the active m of the Association.

The Management representative explained the thus. "The workers, Nos. 1 to 5 (*viz.*, Chowdiah, Byl Gundappa and Papa) were dismissed for miscon assaulting the winding clerk Chalamiah on the Mills p The workers No. 6 (D. Govindasamy) and No. 10 (Si were dismissed for irregular attendance. Basappa (N dismissed as he was responsible for the illegal strik Mills. The other two, *viz.*, Munirathnam Naidu (No Munivenkata (No. 9) were dismissed for participatio illegal strike. The Management reinstated Munirathna (No. 8) at his own request, but he has not turned up The Management would take him back to work, if h up. As regards Munivenkata (No. 9), the Manageme stated the worker at his request and posted him to W Department at his own desire; but, after two days h for a change back to the Winding Department and Management could not agree to that change, he stoppe from work. Even now if he should turn up and agree in the Weaving Department, the Management would t back for work. As for the remaining eight worke Management considered their cases, but, in view of the misconduct or continued irregular attendance, could taken back, and the Management is not agreeable to r them."

The Association representative said that it w winding clerk who assaulted No. 1 (Chowdiah, and th of the workers assaulted the winding clerk and that th no irregular attendance on the part of any of these w as alleged.

With a view to bring about a compromise, I su whether the workers in question were prepared to g undertaking for good behaviour and regular attend future. The Association representative said that n undertaking could be given.

After further discussion the Management represe agreed to take back only Nos. 8, 9 and 10 (*viz.*, Munira Naidu, Munivenkata and Siddappa) if they gave an ass for regular attendance, and good conduct and if the Asso would withdraw this entire demand. The Association sentative would not agree to this and he wanted that ten workers should be reinstated. The Management sentative said that this demand could not be agreed to Management. The Labour representative pressed the d but the Management could not accept.

Demand No. 2, re *Uniform increase of piece and tim by 75 per cent.* (*This demand is set out above*) :—The L representative explained the demand and stated that t the demand appeared exorbitant in view of the percent the increase asked for, it was not really so, and it was sary for the present times of high cost of living. Conti he said that the average minimum wage in the Mill low as six annas per day per worker and that it would to 10 1/2 annas, after effecting 75 per cent. increas would not be high.

The Management representative contended that the paid in this Mill were not low, seeing that the Mill is not contained unit and was depending for its supply of yarn outside, and that the cost of yarn worked out higher th the Mills which manufactured their requirements of yar explained by means of figures, that if the circumstances in these Mills are situated are taken into consideration, the now being paid in these Mills are sufficiently high, and year after year, the level of wages had been raised addition to basic wages, there has been an increase

)epartment, a worker who was getting in 1940 a
e of 7 annas on an average, was now getting Re. 1;
in the Doubling Department, a worker was getting
day in 1940 was now getting 10 annas; and that,
e has been a general increse by about 120 per cent,
'ages as compared with the level of wages in 1940.
ed out that in the matter of payment of Dearness
e also, there has been an increase from Rs. 6-8-0 per
1940 to Rs. 19-8-0 per month now and that in
and Weaving Departments also, there has been an
by about 100 per cent in the Piece-Work System.
he said, there was a substantial increase in
e wages and dearness allowance since 1940. For
reasons, he concluded, the Management was not able
the present demand.

Association representative on his side argued that the
el was not correspondingly proportionate to the existing
'ing and that the average minimum rate in these mills
6 annas a day while the same in other Mills was
and even more and that this demand for a uni-
rease both for time and piece-work was very necessary
cost of living had greatly risen and as the rate of
; Allowance paid here is low as compared with the
other Mills in Bangalore City and as a general increase
cent given in the other Mills has not been given here.
nagemement representative said, he could not accept
ition and agree to the Demand. The Association
tative pressed the demand. The Management repre-
e regretted, it was not possible to accept.

mand No. 3 re *procedure to be followed before fining a*
—(This demand is set out above).

position on both sides was dicussed at some length.
nagement representative explained that fine had been
under Standing Orders, in necessary cases and after
uiry and that the fine amounts were not pitched high
arily or indiscriminately and were quite considerate
ase according to circumstances and that the demand
ore fining, there should be an enquiry with the
ion cannot be accepted. He, however assured that in
s of fining, the Management would exercise their
n in a judicious and considerate manner and in the
of discipline and not at all in a spirit of revenge. In
his explanation and assurance the Association repre-
e withdrew this demand.

nand No. 4 re *payment of one anna extra to every*
ift worker.—(This demand is set out above).

e Management representative, in reply to the demand,
nat it was a well known fact that the efficiency of the
ift workers had become very low. He added that the
ment were willing to pay the night shift workers an
muneration of one anna per day from the 1st Decem-
7, if before the end of November 1947 they (*i. e.* night
orkers) bring their standard of efficiency to normal
continue to maintain that standard and that this
in the wages would be stopped if the efficiency fell
ne standard.

e Association representative stated that the demand
ne conceded without any condition. The Management
ntative did not agree to grant the demand without
ion. The Labour representative pressed the demand.
nagement could not concede, without reservation.

mand No. 5. re: payment of four months wages as
—(This demand is set out above).

e Labour representative stated that in view of the huge
made by the Management during the war and in view
ow wages, allowances, etc., the bonus of four months
or should be paid by the Management The Manage-
epresentative stated that the Association's contention
e increase in wages, allowances, etc., in these Mills were
low was not at all acceptable. He explained that the Management have all along been paying one month's wages as bonus to workers and, in addition, were incurring large expenditure in providing clothes free of cost to all the workers and also in providing various other amenities to them and that as such this demand could not be accepted.

The Association representative said that the Management may consider what additional bonus could be paid, if four months' wages as additional bonus asked for could not be given. The Management representative replied that the Management was, financially, not in a position to pay even one month's wages as bonus, apart from or in addition to what is being paid all along; but, if the Labourers agree to forego the free supply of clothes, then the question of paying some additional bonus could be considered. The Association representative said that the workers would not agree to forego the free supply of clothes and that what is asked for was in addition to the free supply of clothes. The Management representative stated that it was not at all possible. The Association representative stated that the Management had not paid either "Victory Bonus" or "Independence Day" bonus paid in other Mills and, as such, he would press the demand. The Management did not concede the demand.

Demand No. 6. re: introduction of Provident Fund Scheme (*This demand is set out above*):—The Management representative stated that a Provident Fund Scheme was under the consideration of the Management and is being worked up. He promised that the Scheme would be completed early and would be introduced within a period of six months. The Association representative wanted that the scheme should be introduced with effect from 1st January 1948. The Management representative stated that it was not possible as 1st January is only 11 days off from now, a time of about six months is required to work out the details and settle the matter. The Labour representative was not satisfied with the reply and he pressed the demand. The Management representative pleaded inability to accept the demand as put forth.

Demand No. 7. re: introduction of Gratuity Scheme: (*This demand is set out above*):—The Association representative stated that a Gratuity Scheme should be introduced in addition to a Provident Fund Scheme. The Management representative said that it is not possible to introduce both the Schemes. The Association representative said that such of the workers who had put in long service and were about to leave service in a few years' time would not be much benefited by the Provident Fund Scheme and so, the gratuity scheme also had to be introduced for the benefit of such workers. The Management representative replied that the workers could not have both, but only one, and that since the Management propose to introduce Provident Fund Scheme shortly, this demand for a gratuity scheme could not be accepted and that, even in the other Mills, both the Schemes were not in force but only one of them. The Association representative pressed the demand, but the Management representative could not accept.

All possible ways of settlement were explored, but the parties did not come to any settlement in regard to any of the demands, except Demand No. 3 (*re*: Procedure for fining workers).

The conciliation in regard to these demands (except Demand No. 3) thus ended in failure, which I hereby report.

I request this report may be published in the Gazette, as required in Sub-Section (4) of Section 12 of the Mysore Labour Act.)

I have the honour to be,
Sir,
Your most obedient servant,
NAVANEETHAM,
Chief Conciliator.

Printed by the Superintendent at the Government Press, Bangalore.